



AMERICAN EMBASSY, COTONOU

VACANCY ANNOUNCEMENT

ANNOUNCEMENT NUMBER: 003/12

OPEN TO: All Interested Candidates

POSITION: Visa Assistant

POSITION GRADE: Full Performance Level: USEFM/EFM/MOH/NOR: FP-6
(To be confirmed by Washington)
Ordinarily Resident (OR): FSN-8

Developmental Level: USEFM/EFM/MOH/NOR: FP-7
(To be confirmed by Washington)
Ordinarily Resident (OR): FSN-7

OPENING DATE: March 13, 2012

CLOSING DATE: March 27, 2012

WORK HOURS: Full time; 40 hours/week

***SALARY:**

Full Performance Level:	FP-6 \$44,737 to \$65,697* AEFM
	FP-6 \$38,394 to \$56,383* USEFM/NOR
	EFM/NOR MOH
	FSN-8 CFA 9,268,722 to CFA16,722,140*
	OR MOH
Developmental Level:	FP-7 \$39,994 to \$58,733* AEFM
	FP-7 \$34,324 to \$50,406* USEFM/NOR
	EFM/NOR MOH
	FSN-7 CFA 7,022,842 to CFA 12,567,262 *
	OR MOH

* Final step to be determined by employee's qualifications.

NOTE: ALL QUALIFIED ORDINARILY RESIDENT APPLICANTS MUST BE BENINESE OR ECOWAS MEMBER-STATE NATIONALS AND ABLE TO QUALIFY FOR A BENINESE WORK PERMIT.

Special Note: This position requires extensive knowledge of laws, regulations and guidelines regarding consular work. Development level may be established depending on qualifications and experience.

The U.S. Embassy in Cotonou is seeking an individual for employment as Visa Assistant in the embassy Consular Section.

BASIC FUNCTION OF POSITION

The incumbent reports to the consular officer and handles basic to complex cases spanning the full range of consular services. He/She analyzes, researches and helps prepare NIV, IV, refugee/asylee cases, passport and citizenship and special consular service cases for submission to the vice-consul for adjudication. He/She develops and maintains contacts in the local community to facilitate casework. He/She serves as the designated alternate cashier responsible for fee collection and consular fee record keeping and assists the junior visa assistant.

A copy of the complete position description listing all duties and responsibilities is available in the Human Resources Office.

QUALIFICATIONS REQUIRED:

NOTE: All applicants must address each selection criterion detailed below with specific and comprehensive information supporting each item.

- a) **Education:** U.S. bachelor's degree, French system License degree or other university-level equivalent.
- b) **Prior Work Experience:** Three years of progressively responsible experience involving the application of regulatory or legal material and public contact or other closely related experience.
- c) **Language Proficiency:** Level IV English (fluent), as well as level IV (Fluent) French required.
- d) **Knowledge:** Knowledge of local political, economic and social trends in order to help combat fraud and apply U.S. consular regulations and law.
- e) **Skills and Abilities:** Exercise of tact and good judgment in dealing with the public. Ability to work under pressure. Ability to answer a broad range of inquiries pertaining to the full range of consular services, including Congressional and Departmental correspondence. Ability to articulate issues orally and in writing. Ability to apply good judgment in referring matters to higher authority. Ability to deal with high-level contacts and American citizens requiring assistance often in stressful situations. Typing with a minimum of errors (typewriter and word processor). Ability to use computers and to learn how to use all consular automated systems. Professional phone skills.

SELECTION PROCESS

When fully qualified, both U.S. Citizen Eligible Family Members (USEFMs), and U.S. Veterans are given preference. Therefore, it is essential that the candidate specifically address the required qualifications above in the application.

ADDITIONAL SELECTION CRITERIA

1. Management will consider nepotism/conflict of interest, budget, and the residency status in determining successful candidacy.
2. Current employees serving a probationary period are not eligible to apply.
3. Current Ordinarily Resident employees with an Overall Summary Rating of Needs Improvement or Unsatisfactory on their most recent Employee Performance Report are not eligible to apply.
4. Currently employed U.S. Citizen EFMs who hold a Family Member Appointment (FMA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment.
5. Currently employed NORs hired under a Personal Services Agreement (PSA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment, unless currently hired into a position with a When Actually Employed (WAE) work schedule.
6. Priority consideration will be given to RIFed U.S. Mission to Benin former LES for a period of twenty-four (24) months after the date of separation. Such an applicant must qualify for the announced vacancy and must present an evaluation record for the past five years that demonstrates consistent effectiveness as an employee.

TO APPLY

Interested candidates for this position must submit the following or HR cannot consider the application:

N.B.: Items A, B & C must be in English

- A. Cover letter.
- B. Universal Application for Employment (UAE) as Locally Employed Staff or a Family Member (**DS-174**); **or**
- C. A current resume or curriculum vitae that provides the **same information** found on the UAE; **or**
- D. A combination of both, i.e. Sections 1-24 of the UAE along with a listing of the

applicant's work experience attached as a separate sheet; **plus**

- E. Candidates who claim U.S. Veterans preference must provide a copy of their Form DD-214 with their application. Candidates who claim conditional U.S. Veterans preference must submit documentation confirming eligibility for a conditional preference in hiring with their application.
- F. Any other documentation (e.g., essays, certificates, awards, copies of degrees earned) that addresses the qualification requirements of the position as listed above.

HOW TO SUBMIT AN APPLICATION

Application packages containing all the information listed in items "A" through "F" above should be scanned into pdf format and sent as a single file to the following E-mail address. Paper applications mailed to the embassy will not be accepted for this vacancy announcement.

SUBMIT APPLICATION TO:

Management Officer
American Embassy
Rue Caporal Bernard Anani
01 B.P. 2012, Cotonou
Telephone: +229 21 30 06 50
Fax: +229 21 30 19 74
E-mail: hrocotonou@state.gov

DEFINITIONS

1. **U.S. Citizen Eligible Family Member (USEFM):** For purpose of receiving a preference in hiring for a qualified position, an EFM who meets the following criteria:
 - U.S. Citizen; and,
 - EFM (see definition at #2) at least 18 years old; and
 - Listed on the travel orders of a direct-hire Foreign, Civil, or uniformed service member assigned to or stationed abroad with a U.S. Government agency that is under COM authority:
 - a) Resides at the sponsoring employee's or uniformed service member's post of assignment abroad, or
 - b) Resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under 3 FAM 3232.2.
2. **Eligible Family Member (EFM):** Is listed on the travel orders or approved Form OF-126, Foreign Service Residence and Dependency Report, of a sponsoring employee, i.e., a direct-hire Foreign Service, Civil Service, or uniformed *service* member who is permanently assigned to or stationed abroad at a U.S. mission, and who is under chief of mission authority; and is a
 - Spouse or same-sex domestic partner (as defined in 3 FAM 1610)

- Child, who is unmarried and under 21 years of age or, regardless of age, is incapable of self-support. The term shall include, in addition to natural offspring, stepchildren and adopted children and those under legal guardianship of the employee or the spouse when such children are expected to be under such legal guardianship until they reach 21 years of age and when dependent upon and normally residing with the guardian;
 - Parent (including stepparents and legally adoptive parents) of the employee or of the spouse, when such parent is at least 51 percent dependent on the employee for support;
 - Sister or brother (including stepsisters and stepbrothers, or adoptive sisters or brothers) of the employee, or of the spouse, when such sibling is at least 51 percent dependent on the employee for support, unmarried, and under 21 years of age, or regardless of age, incapable of self-support.
3. **Appointment Eligible Family Member (AEFM):** EFM (see above) eligible for a Family Member Appointment for purposes of Mission employment:
- Is a U.S. citizen; and
 - Spouse or same-sex domestic partner (as defined in 3 FAM 1610) or a child of the sponsoring employee who is unmarried and at least 18 years old; and
 - Residing at the sponsoring employee's post of assignment abroad,
 - Does not receive a Foreign Service or Civil Service annuity
4. **Not Ordinarily Resident (NOR):** An individual who:
- Is not a citizen of the host country; and
 - Does not ordinarily reside in the host country; and,
 - Is not subject to host country employment and tax laws; and,
 - Has a U.S. Social Security Number (SSN)
5. **Member of Household (MOH)** – An individual who accompanies a direct-hire Foreign, Civil, or uniformed service members permanently assigned or stationed at a U.S. Foreign Service post or establishment abroad. An MOH is:
- Not an EFM; and,
 - Not on the travel orders of the sponsoring employee; and,
 - Has been officially declared by the sponsoring U.S. Government employee to the Chief of Mission as part of his/her household.

An MOH is under COM authority and may include a parent, unmarried partner, other relative or adult child who falls outside the Department's current legal and statutory definition of family member. A MOH does not have to be a U.S. Citizen.

6. **Ordinarily Resident (OR)** – A Foreign National or U.S. citizen who:
- Is locally resident; and,
 - Has legal, permanent and resident status within the host country; and,

- Is subject to host country employment and tax laws.

CLOSING DATE FOR THIS POSITION: March 27, 2012 at 17:30 PM

The U.S. Mission in Cotonou provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color, religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation. The Department of State also strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs.

The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the appropriate grievance procedures, remedies for prohibited personnel practices and/or courts for relief.